

Appl. No. 10/823,829
Amdt. dated July 18, 2008
Reply to Office action of April 18, 2008

Amendments to the Claims:

This listing of claims will replace all prior versions, and listings, of claims in the application:

Listing of Claims

1. (Currently Amended). An analytical method of providing human capital management information, said method comprising the steps of:

providing a plurality of individual capability tests to rate a plurality of competencies of an individual, the individual capability tests each having a plurality of questions used to assess a plurality of attributes associated with at least one of the plurality of competencies, each of the individual capability tests being a standardized measure of a psychological construct;

obtaining responses to the plurality of questions of each of the plurality of individual capability tests from the individual;

cross-referencing the responses [to the plurality of questions of] relating to one of the plurality of attributes from at least two of the plurality of individual capability tests; ~~and~~

creating a comprehensive individual capability evaluation report that rates the plurality of competencies, the report being at least partially based upon the cross-referencing of the responses; and

providing the comprehensive individual capability evaluation to the individual by at least one of a printed report, a computer file, or a display screen.

2. (Previously Presented). The method of Claim 1 wherein said cross-referencing step includes creating a plurality of hallmark analysis within the comprehensive individual capability evaluation report, each one of the plurality of hallmark analysis relating to a specific quality of the individual.

3. (Previously Presented). The method of Claim 1 wherein said plurality of questions relate to one of the set of competencies including: Integrity, Continuous Learning, Speed/Initiative, Energized Team-building, Quality/Customer Oriented, Extraordinary Results, Effective Communication, Financial Literacy, Strategic Focus, and Emotional Maturity.

4. (Previously Presented). The method of Claim 1 further comprising the step of creating an individual action plan document containing a listing of transformational activities for enabling the individual to improve identified areas on the comprehensive individual capability evaluation report.

5. (Currently Amended). A computer server for providing human capital management information across a computer network, said computer server comprising:

means for providing a plurality of individual capability tests to rate a plurality of competencies of an individual, the individual capability tests each having a plurality of questions used to assess a plurality of attributes associated with at least one of the plurality of

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competencies, each of the individual capability tests being a standardized measure of a psychological construct;

means for obtaining responses to the plurality of questions of each of the plurality of individual capability tests from the individual; and

means for cross-referencing the responses [to the plurality of questions of] relating to one of the plurality of attributes from at least two of the plurality of individual capability tests to create a comprehensive individual capability evaluation that rates the plurality of competencies.

6. (Original). The computer server of Claim 5 wherein said cross-referencing means includes means for creating a plurality of hallmark analysis within the comprehensive individual capability evaluation, each one of the plurality of hallmark analysis relating to a specific quality of the individual.

7. (Previously Presented). The computer server of Claim 5 wherein said plurality of questions relate to one of the set of competencies including: Integrity, Continuous Learning, Speed/Initiative, Energized Team-building, Quality/Customer Oriented, Extraordinary Results, Effective Communication, Financial Literacy, Strategic Focus, and Emotional Maturity.

8. (Original). The computer server of Claim 5 further comprising means for creating an individual action plan containing a listing of transformational activities for enabling the individual to improve identified areas on the comprehensive individual capability evaluation.

9. (Currently Amended). A computer readable medium, including operating instructions thereon such that when interpreted by a processor cause the processor to perform the steps of:

providing a plurality of individual capability tests to a user of the computer system to rate a plurality of competencies of an individual, the individual capability tests each having a plurality of questions used to assess a plurality of attributes associated with at least one of the plurality of competencies, each of the individual capability tests being a standardized measure of a psychological construct;

obtaining responses to the plurality of questions of each of the plurality of individual capability tests from the individual using the computer system; ~~and~~

cross-referencing the responses [to the plurality of questions of] relating to one of the plurality of attributes from at least two of the plurality of individual capability tests; ~~and~~

creating a comprehensive individual capability evaluation report that rates the plurality of competencies; and

providing the comprehensive individual capability evaluation report to the individual by at least one of printing the report on paper, saving the report to a computer file, or displaying the report on a display screen.

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10. (Previously Presented). The computer-readable medium of Claim 9 wherein the instructions further cause the processor to perform the step of creating an individual action plan document containing a listing of transformational activities for enabling the individual to improve identified areas on the comprehensive individual capability evaluation report.

11. (Previously Presented). The computer readable medium of Claim 9 wherein said plurality of questions relate to one of the set of competencies including: Integrity, Continuous Learning, Speed/Initiative, Energized Team-building, Quality/Customer Oriented, Extraordinary Results, Effective Communication, Financial Literacy, Strategic Focus, and Emotional Maturity.

12. (Previously Presented). The computer readable medium of Claim 9 wherein said cross-referencing step includes creating a plurality of hallmark analysis within the comprehensive individual capability evaluation report, each one of the plurality of hallmark analysis relating to a specific quality of the individual.

13. (Previously Presented). The computer readable medium of Claim 9 wherein said providing step includes using an interactive computer server accessible over a computer network.

14. (Currently Amended). An analytical method of providing human capital management information, said method comprising the steps of:

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providing a plurality of individual capability tests, the individual capability tests each having a plurality of questions relating to attributes associated with at least one of the a plurality of competencies, each of the individual capability tests being a standardized measure of a psychological construct;

obtaining responses to the plurality of questions of each of the plurality of individual capability tests from the individual to be evaluated;

cross-referencing the responses relating to an attribute according to a predetermined criteria relating to the competencies;

creating a comprehensive individual capability evaluation report; ~~and~~

creating an individual action plan document containing a listing of transformational activities for enabling the individual to improve identified [areas] competencies on the comprehensive individual capability evaluation; and

providing the individual action plan document to the individual by at least one of printing the report on paper, saving the report to a computer file, or displaying the report on a display screen.

15. (Previously Presented). The method of Claim 14 wherein said cross-referencing step includes a step of creating a plurality of hallmark analysis within the comprehensive individual capability evaluation, each one of the plurality of hallmark analysis relating to a specific quality of the individual.

16. (Previously Presented). The method of Claim 14 wherein said predetermined criteria relates to one of the set of competencies including: Integrity, Continuous Learning, Speed/Initiative, Energized Team-building, Quality/Customer Oriented, Extraordinary Results, Effective Communication, Financial Literacy, Strategic Focus, and Emotional Maturity.

17. (Previously Presented) The method of claim 1 wherein said cross-referencing step includes cross-referencing by competencies the responses relating to a particular attribute to create a comprehensive individual capability evaluation report relating to the attributes.

18. (Previously Presented) The computer server of claim 5 wherein said cross-referencing means includes means for cross-referencing by competencies the responses relating to a particular attribute to create a comprehensive individual capability evaluation relating to the attributes.

19. (Previously Presented) The computer readable medium of claim 9 wherein said cross-referencing step includes cross-referencing by competencies the responses relating to a particular attribute to create a comprehensive individual capability evaluation relating to the attributes.

20. (Previously Presented) The method of claim 14 wherein said cross-referencing step includes cross-referencing by competencies the responses relating to a particular attribute to

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create the comprehensive individual capability evaluation report relating to the attributes, and said individual action plan document creating step includes creating an individual action plan document containing a listing of transformational activities for enabling the individual to improve identified attributes.

21. (New) The method of claim 1 wherein said providing a plurality of individual capability tests step includes using attributes related to one or more of the following:
Assertiveness, Creativity, Strategy, Motivation and Innovation.

22. (New) The computer server of claim 5 wherein said providing means uses a plurality of individual capability tests with attributes related to one or more of the following:
Assertiveness, Creativity, Strategy, Motivation and Innovation.

23. (New) The computer readable medium of claim 9 wherein said providing a plurality of individual capability tests step includes using attributes related to one or more of the following:
Assertiveness, Creativity, Strategy, Motivation and Innovation.

24. (New) The method of claim 14 wherein said providing a plurality of individual capability tests step includes using attributes related to one or more of the following:
Assertiveness, Creativity, Strategy, Motivation and Innovation.